

**CITY PROPOSAL – STAND BY PAY**

Proposed Language:

5.9 Standby Pay. Employees who are required to perform stand by duty shall be credited with one hour compensation at the appropriate rate for each eight hour shift they perform standby duty. In the event that the employee is called back to work, they shall be entitled to the compensation provided by Section 5.8 above, in lieu of one hour of standby compensation for that eight-hour shift.

5.9.1 If an employee completes a 40-hour workweek, the appropriate rate for standby pay is 1.5. If the employee does not complete a 40-hour workweek, the appropriate rate is 1.0.

*This language is intended to replace the language in:*

- *Article 5.9 of the OE#3 Memorandum of Agreement*